**PHOENIX COLLEGE FACULTY ASSOCIATION**
**Faculty Senate Meeting**
**Friday, October 5th, 2012**
**Library Campus Vista Room**
**1:00 - 3:00 pm**
**Minutes**

Members Present: Patty Finkenstadt, John Schampel, Julie Stiak, Mark Rosati, Dianne Miller, Victor Cornell, Robin Ozz (via Skype), Dennis Dodt, Fred Amador.

Members Absent: Scott Geddis, Deb Kappes, Kate Cross, Anna Marti-Subirana, Geoff Eroe, Salina Bednarek.

Guests: Anna Solley, Kory Ambrosich, Amalia Gheorghita, Jim Neuenfeldt.

**Pre-meeting Q & A with President Solley:** Dr. Solley gave a short oral presentation of PC news and topics, during which time she answered questions from Faculty Senators.

Construction: Hannelly remodel will be done in January 2013. Testing Center, Counseling, Disability Resource Center, and Reach/TRIO will relocate to Hannelly Center when complete. One potential usage of the vacated LC building is the relocation of CTLT to the LC building. Another discussion is the relocation of the Student Success Center to the Lower Level of the Library. Relevant departments and areas are involved in these discussions. Mark Rosati mentioned the need for large classrooms, which Dr. Solley stated was being addressed. Dianne Miller asked when these potential changes were anticipated. Dr. Solley replied that this depends upon Doug McCarthy's area and other college projects. Patty Finkenstadt inquired about renovations to C Building. Dr. Solley predicted a 2015 date to rebuild and remodel the Chemistry and Physical Sciences labs. Dr. Solley stressed that PC has to maintain the integrity of the bond language which funded these renovations. To date, while we had to downscale because of inflation, PC has not veered from the original bond intent. November 2016 is the predicted next bond initiative.

BRC - The BRC is awarding $300,000 in distributed funds which will be focused on additional ways to retain and recruit students.

Dr. Solley then stated that, in 2 years PC will no longer held harmless by District for declining enrollment. Further, Chancellor Glasper has indicated that the policy of holding colleges harmless for enrollment decreases will be eliminated district-wide. She went on to say that District will begin to develop a new and different college funding model that will no longer be based upon FTSE, but instead on as-yet-undefined completion/success criteria. Example criteria might include degrees awarded or numbers of students receiving jobs and certificates. District funding of the colleges may be attached to measures of these criteria. Victor Cornell asked when this funding model will go into effect. Dr. Solley thinks this funding formula will go into place within 2 years. Mark Rosati asked if there are any current examples of this funding model in operation. Dr. Solley replied that she does not know, and suggested he talk with Deborah Thompson. Mark stressed the need for collecting proper metrics that will drive long term success strategies at PC with these criteria, and the need for

institutionalized software to make such metrics easier to track. He also suggested that this is a prominent area where we need to be investing PC resources. Dr. Solley mentioned the Dashboard project, led by Genevieve Winters, which will potentially make some of these data available to faculty. Dr. Solley suggested that maybe Genevieve be invited to Senate. Dr. Solley also mentioned the utility of predictive analytics, in which she said Rio Salado is a leader.

Prioritization - Dr. Solley said we are not moving as a college on this topic until we have a better sense of the district's overall movement.

Student Affairs - Dr. Solley said One Stop bumps are being shored up, and that she is pleased with the Student Affairs work. She addressed recent issues with personnel. PC lost its new director of A&R; an interim (OSO) will be hired with the permanent position posting in Spring. Additional vacancies are anticipated to be filled by January 2013. Chris Haines will assume duties over A&R and enrollment services, while Yira Brimage will cover Financial Aid. When asked about the circumstances of the new A&R director's departure, Dr. Solley stated that it "was not a good fit [and] she decided to leave."

Testing center - Dr. Solley acknowledged there have been recent issues, but assured Senators that we're on track.

Compensation Study - The classification side of the study doesn't affect faculty directly, but everyone else has been hard at work on this. Dianne Miller recommended that, both at the District level and at PC, information needs to be provided to employees about prioritization, because there's much speculation about potential downsizing and what the motivations are behind prioritization. Dr. Solley replied that prioritization is about maximizing efficiency and effectiveness. She acknowledged that downsizing might come as a result of this process, but that PC is committed to retaining Board approved employees. Dr. Solley referred those with questions to view the video made by Nikki Jackson, which addresses some of these questions. Dr. Solley also suggested that maybe Nikki Jackson needs to do a campus tour about prioritization, as Debra Thompson did to explain the District's budget.

**I. General**

**A.** Meeting was called to order at 1:47 PM.
**B.** Roll call – members present listed above.
**C.** A motion was made (John Schampel) and seconded (Julie Stiak) to approve the 2012 Faculty Senate September Meeting minutes.
**D.** A motion was made (Julie Stiak) and seconded (Victor Cornell) to approve the meeting agenda. The agenda was unanimously approved.

**II. Zone Reports**

**Zone 1:** nothing to report.

**Zone 2:** nothing to report.

**Zone 3:** Dianne Miller has been alerted to conversations and concerns about the prioritization process. She also mentioned problems with her Zone distribution list, which wasn't repopulated with the same people. Robin Ozz stated that she believed personal attacks on candidates for the Governing Board are not appropriate for faculty to be engaging in, or supporting. She provided no further clarification.

**Zone 4:** Victor Cornell mentioned Meet and Confer. He asked, if Nikki Jackson is in charge of the administration team, who actually tells her what she can and cannot negotiate? Patty Finkenstadt replied that each negotiating team reports to its constituents. Nikki Jackson would report to the CEC and the Chancellor. Teams work together to approach solutions to the stated problems. She mentioned that the negotiated issues going forward were ALL from Faculty, the administrative team brought no additional issues forward for this academic year. Victor then asked the more focused question, who determines whether or not faculty get a step (increase in pay)? Patty answered that it is largely determined by the budget, under the guidance of Debbie Thompson. Victor also mentioned that salary inversion was not mentioned in the Nikki Jackson video. Patty replied that the 2nd part of the classification and compensation study will involve faculty, but that we are currently at least 18 months away from that point in the study, indicating that it is likely that this amount of time will pass before salary inversion issues will be addressed.

**III. Business**

Affiliate membership / District Affiliate Membership - PC Faculty Association has 10 affiliate members. Of those, only one person (Jim Neuenfeldt) volunteered to fill the Affiliate representative seat at Senate. In her capacity as Senate President, Patty appointed Jim to the position. The Senate Affiliate Member Representative is required to be a Teaching Affiliate, but anyone who supports the mission of the Association can be a Supporting Affiliate Member.

In September, the District Faculty Association approved an Affiliate Member category. Motion was made (Julie Stiak) and seconded (Fred Amador) that dues paid to the PC Faculty Association by Affiliate Members may be used to supplement District Affiliate Membership for those members, up to $10.

A Teaching Excellence Award was proposed for non-residential faculty (adjuncts or OYO's) to recognize their teaching. Adjuncts who are nominated via the DTA process will be forwarded for consideration for this new award. A draft of nomination and selection criteria was presented for consideration. Adjuncts earning the award will be recognized at Spring Convocation or the End-of-Year Employee Recognition event. Alternative methods of screening nominees were discussed.

**IV. Officer and Committee Reports**

FEC - Faculty Association Membership list at PC was viewed and discussed.

Patty requested faculty volunteers for serving on hiring committees. One is the Senior Manager of Human Resources. Mary Helen Escalante is retiring at the end of the calendar year. This committee will be chaired by Angela Genna. It is a committee of 4, and 2 faculty need to serve. Patty also

requests faculty to serve on the search committee for PC's new Director of A&R, given the recent vacancy.

Patty mentioned that District IT has a LOT of vacancies. They should have 130 total staff, and they currently need 30 more people. On top of that, 20% of their remaining staff is on FMLA. So district IT is really struggling with personnel.

The Common Pages committee is requesting an update to the student handbook to align with the academic grievance policy as stated in the RFP. Additionally, the grade appeal time frame is suggested to be modified to 60 days (from 1 year).

Meet & Confer - The plan by FA District leadership is to roll out M&C decisions in a more regular time frame. Communications from the M&C team will be posted to the Senate website.

BRC - $300,000 is available for recruitment and retention strategies. The application will be available by the end of October. Awarded monies have to be spent by June 30th. Another $100,000 will be available later (Spring) for capital requests. More details will be available at a later date. Dianne M questioned if it is possible to get feedback on prior requests. Contact Paul DeRose or Scott Hauert for feedback.

PCLC - The new hiring process will be instituted Mar 18th; it is anticipated that the new process can hire new individuals in 6 weeks.

Standing committees - Committees Committee are reconsidering the tier system, committee attendance, club advisor time commitment, and committee assignment length.

Treasurer's Report - Fred discussed the Treasurer's report. PC Faculty Senate spent $975 on the All Faculty meeting, including incentives, door prizes, and refreshments.

Legislative (Public Affairs) Committee - Victor agreed to continue to serve on it.

**V. Information**

FPG - The criteria for Summer projects for Summer 2013 is still being decided. Dianne M wondered what was the status of OYO's getting professional growth funds. Patty replied that Maria Harper-Marinick is the go-to person and she will contact her about this.

Faculty Professional Growth - Sabbaticals were due. Dianne M. submitted a proposal.

Learning Center Task Force - Senate discussed a draft of the recommendations by the Learning Commons Task Force. There are several faculty represented on this committee and broad consensus was reached on the findings. Recommendations have been forwarded to PET (President's Executive Team).

All Faculty meeting Survey - 60% of respondents attended, 40% did not; no requests for additional agenda items; one person wanted more time to socialize; most people who did not attend,

indicated that they didn't go because of inconvenient time; some indicated that the leadership is doing a great job; feedback was good overall.

Testing Center Advisory Group - This group hasn't met yet. Faculty members include Victor Cornell, Cindy Cloud, Joe Sueyoshi, and Scott Hauert. However, an updated policy indicates that the Testing Center will print out emailed exams.

Advising Advisory Group - A committee has been created to outline faculty, staff, and academic advisors' roles in the advising process. They will identify best practices in advising and promote the inclusion of academic advisors into working groups that consider program policy and curricular matters. Faculty concern was expressed that, while advisors must be fully informed about program policy and curricular matters, advisors should not be designing program policy and curricular matters as curriculum is the role of the faculty.

Student Athlete Scholastic Success (SASS) - Julie Stiak said the response rate in the 1st round was 50%, the highest in 2 years, and up from 42-45% last year. Changes to the electronic survey for faculty to deal with late start will be implemented. Mark Rosati said if Chairs can get a list of faculty that have athletes, then chairs could encourage adjuncts to respond as it can be considered part of their teaching responsibilities. This is the first year SASS reports have been sent directly to adjuncts.

**VI. Adjournment**

A motion was made (Julie Stiak) and seconded (Fred Amador) to adjourn. Meeting was adjourned at 3:05 PM.

**VII. Next Faculty Senate Meeting**

Friday, November 2, 2012
1:00 - 3:00 PM
Library Campus Vista Room

Respectfully submitted by John Schampel, October 29, 2012